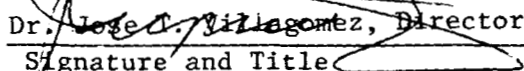


Certification Regarding  
Drug-Free Workplace

The Medicaid Agency certifies that it will provide a drug-free workplace by:

- a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited at the Commonwealth Health Center. Drastic action will be taken against employees for violation of such prohibition.
- b) Establishing a drug-free awareness program to inform employees about:
  - 1) the dangers of drug-abuse in the workplace;
  - 2) the grantee's policy of maintaining a drug-free workplace;
  - 3) any available drug counseling, rehabilitation, and employee assistance programs; and
  - 4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
- c) Making it a requirement that each employee to be engaged in the Medicaid Program be given a copy of the statement specified in paragraph (a) above;
- d) Notifying the employee in the statement required by paragraph (a) that as a condition of employment under the grant, the employee will:
  - 1) Abide by the terms of the statement; and,
  - 2) Notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction;
- e) Notifying the agency within ten days after receiving notice under paragraph (d) (2) from an employee or otherwise receiving actual notice of such conviction;
- f) Taking one of the following actions, within thirty days of receiving notice under sub-paragraph (d) (2), with respect to any employee who is so convicted:
  - 1) Taking appropriate personnel action against such an employee, up to and including termination; or
  - 2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by the Department of Public Health and Environmental Services and the Drug Enforcement Task Force.
- g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a) through (f) above.

  
Dr. Jose C. Villagomez, Director  
Signature and Title  
Public Health/Environmental Services

  
Date